Central Oregon Diversity Equity and Inclusion (CODEI) Committee

December 6, 2023; 8:30am – 10:00am

Join by computer: https://us02web.zoom.us/j/83986249949?pwd=WkQ5MmpiRk12U1JpL2l4WS9iUmFSZz09
Join by phone: 1 253 215 8782 or 1 669 900 6833
Meeting ID: 839 8624 9949
Passcode: 305212

8:30 am - 8:50 am  Welcome, Guiding Principles, Introductions
• Relationship Building and Learning Conversation: Conversation about current events:
  *Closing the year and opening options for the future...*

8:50 am –10:00 am  Context setting for today’s meeting.
  1: Continuing the discussion about planning JEDI learning and advocacy activities for 2024

Links to Shared Documents

COHC Webpage:
https://cohealthcouncil.org/

Working document
https://docs.google.com/presentation/d/12XlhOfzNXcCd2rUBieFCn13uyWhfaeny6wUAI2ybmf8/edit?usp=sharing

Shared Google Drive:
https://drive.google.com/drive/folders/1Y3-hzNmvUV9aZ5rxh9iORVtA4jPp87U2N?usp=sharing

Regional Health Improvement Currently Funded Projects:
https://www.centraloregonhealthdata.org/tiles/index/display?id=254047713344660685

Next Meeting – No meeting on January 3rd
Land Acknowledgment

We recognize and acknowledge the indigenous land on which we live, work, learn, play, and grow. This is the land of the Warm Springs, Wasco, Northern Paiute, Tenino, Klamath, Molalla, and Yahooskin. We acknowledge them as the past, present, and future caretakers of this land. It is on their traditional land that we partner to improve the health and well-being of Central Oregonians. We aspire to be good guests honoring the concept in the Warm Springs culture: “This land is for you to know and live upon and pass on to the children.”

Central Oregon Diversity, Equity and Inclusion Committee
Central Oregon Health Council Committee
As the Central Oregon Diversity, Inclusion and Equity Committee we collectively and individually practice and believe in:

- **Solidarity**
  - We move toward action in solidarity with our neighbors to actively and positively impact our agencies and communities.

- **Humility**
  - We carry the burden of history and a better future together, responsible to each other and ourselves for the space and energy we give and take.

- **Curiosity**
  - The direction we seek is bigger than any one of ourselves or agencies. We actively work to see a broader perspective, gain deeper insight, self-reflect and work towards equitable representation of diverse identities.

- **Courage**
  - This is courageous work. We choose to lean into the discomfort we experience knowing we grow in understanding and relationships.

- **Transformation**
  - Our lived experiences and need for safety are as true and diverse as we are. It is through invitation, curiosity, and listening that we reach our greatest shared understanding and commitment to transformative action.
Central Oregon Diversity Equity and Inclusion Committee CODEI
Introductory conversation about current events

80 Quotes to finish the year
https://atozenlife.com/end-of-year-quotes/
Agenda for today’s meeting:

Following up on three potential roles for CODEI identified in the June meeting (Continuation)

1: Develop ideas and identify potential resources for community advocacy to support JEDI
Three potential roles for CODEI-> JEDI Committee

Committee as accountable for the advancement of JEDI at the COHC (revise charter)

Support a learning community about JEDI

Support community advocacy on JEDI issues
What has occurred recently that may affect our community? (from September 6 CODEI Committee meeting)

- Student loan forbearance is ending. Students will be impacted by having to make student loan payments again.
- Changes in insurance coverage for the medicare population
- People are seeing conversations about JEDI as a divisive force (dividing).
- ‘We have tried this equity thing and nothing is changing’ mindset. ‘Show me the numbers’ We haven’t yet developed ways to measure progress in JEDI
- Many people get their news from tic toc or other social media. There may be more opportunity for misinformation.
- A joining of forces of people supporting Trans Care. Limited funding for work supporting Trans/JEDI work
- Few resources that are dedicated to affirmative action are under attack. Starting to be lawsuits to challenge JEDI work

What may occur in the future? Are there any trends emerging that will have an impact in our work? Describe the trends.

- The effort to avoid words that cause ‘issues’ aka. “Woke”
- Political season is on us and will see divisive language
- OR boarders Idaho repealed Roe v Wade. This will/has impacted OR. ID, TX…etc.
- Some parts of Federal and state governments continue to be unapologetic about health equity and equity as part of agenda. Could be protective of JEDI efforts. [https://www.nationalacademies.org/our-work/review-of-federal-policies-that-contribute-to-racial-and-ethnic-health-inequities](https://www.nationalacademies.org/our-work/review-of-federal-policies-that-contribute-to-racial-and-ethnic-health-inequities)
- This RHA is centered on community, personal stories and involvement of the community.
- OR is becoming a sanctuary state for health care (gender affirming care, reproductive health). There is a large and growing network of care closer to the states where these are attacked.
- There is the evolution of new language to better express and include, intentional language. This is included in review and writing of policy. States are using this new language to strengthen legislation.
- Building and strengthening of collaborations and collectives.
- OHP expansion regardless of immigration status - giving folks a wider and more welcoming space in the medical community
- More research is happening around being inclusive and better data to be more accurate and counted
- There is an increase in funding for rural communities.
- There is a reduction in reporting requirements and burdens on the grantee…. Less restrictions on how people can access funding.
What JEDI issues are priorities for advocacy?

- Immigration law and policy
- Access to abortion and reproductive health services
- Gender-affirming care
- Improving language access; supporting multilingual-multicultural staff
- HR/salary and hiring equity, pay differentials
Who on Central Oregon is working on advocacy on these issues? How could COHC/the JEDI Committee connect to and support such advocacy?
Closing Thoughts?